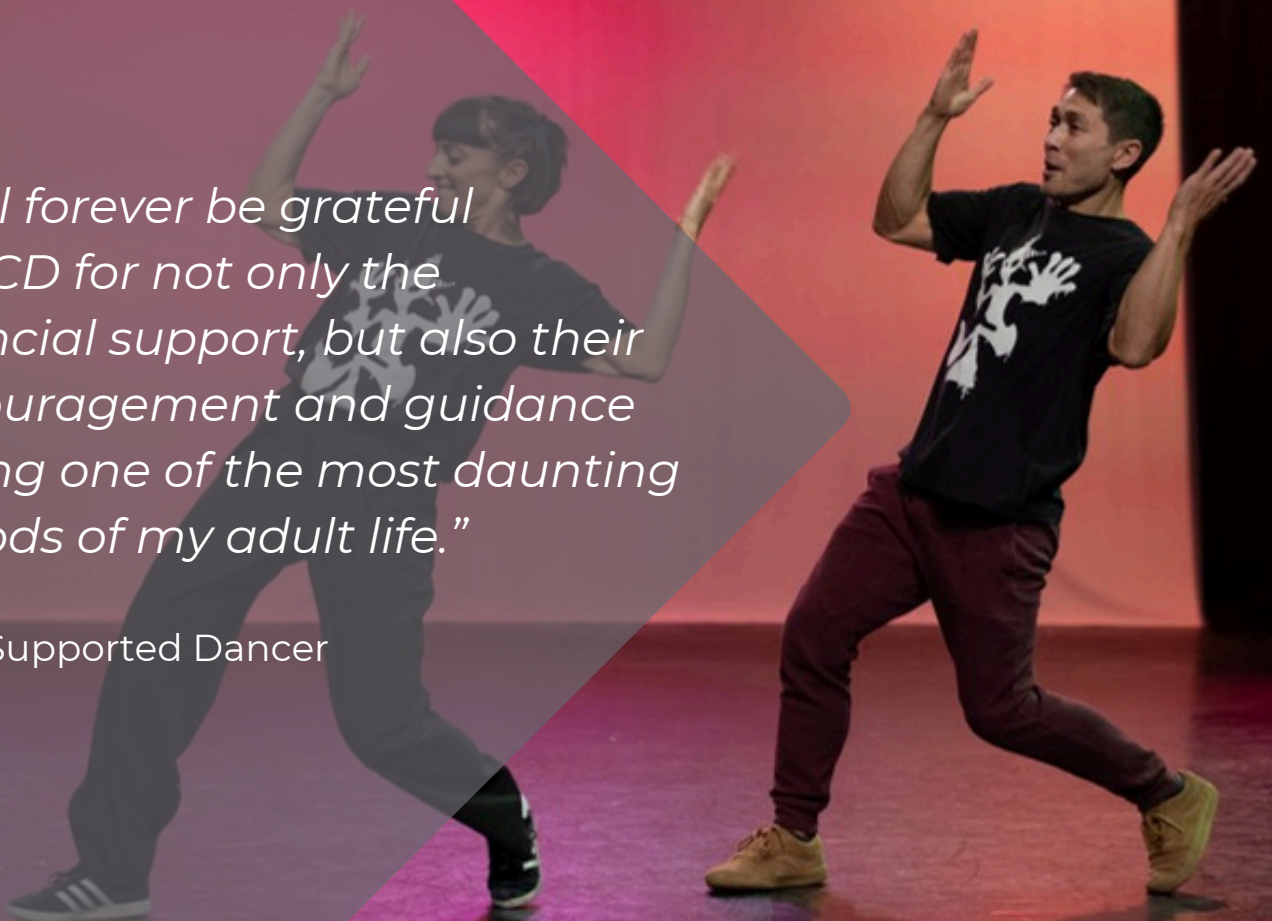




# Trustee Recruitment Brochure

*"I will forever be grateful to DCD for not only the financial support, but also their encouragement and guidance during one of the most daunting periods of my adult life."*

DCD Supported Dancer



## Ambitious for Dancers' Futures

# Thank you for your interest in Dancers' Career Development.

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Image:  
**EVOLVE London**  
**DCD workshop**

Photography:  
Becky Lee Brun



Image: **Maiya Leeke**

DCD former EDI Working Group member  
Candoco Dance Company

## **WELCOME** FROM THE CHAIR OF THE BOARD OF TRUSTEES

Thank you very much for your interest in Dancers' Career Development (DCD).

DCD is ambitious for dancers' futures: a national charity supporting professional dancers' progression to meaningful, sustainable careers after leaving the stage. We are here for every dancer – from every performance genre, background or UK location, and at every career stage.

We design and deliver world-leading personal development programmes that are dynamic, evidence-based and responsive to the needs of all dancers in exploring and building their post-performance careers, within and beyond the arts sector.

DCD is a curious and agile charity, able to flex to best respond to the needs of those we support as the general landscapes continue to evolve.

We aim to think differently and to foster a culture of commitment to self-development, learning and growth. DCD believes in the power and potential of individuals. We recognise dancers as unique human beings, with exceptional skills and qualities.

We are seeking two new Trustees to join our welcoming and experienced Board. We are looking for people with lived professional dance experience or senior management experience in the performing arts, with a broad knowledge of the dance sector. No former Governance experience is required; however, candidates will be expected to demonstrate a willingness to learn and share their experience and knowledge to help inform and develop DCD's services and profile.

If you are interested in a confidential conversation about the role, we would be delighted to have an informal conversation with you.

We very much look forward to hearing from you.

**Charles Glanville**

Chair of the Board of Trustees

Image:  
**James Fogerty**  
SHIFT Hip Hop  
2025/26 participant



*“A practical, friendly and firm hand to hold you while you ponder, while you feel lost, or while you try and build something new. A lifeline, even.”*

Dancer & Personal and Career Coaching Participant

## ABOUT DANCERS' CAREER DEVELOPMENT (DCD)

DCD is the national sector leader specialising in dancer career transition. We design and deliver world-leading personal development programmes that are dynamic and responsive to the needs of dancers exploring and building post-performance careers, within and beyond the arts sector. We work with our international counterparts at IOTPD to ensure dancers have healthy, sustainable and rewarding careers.

DCD works in partnership with, and is grateful for the support of, six national dance companies: The Royal Ballet, English National Ballet, Scottish Ballet, Northern Ballet, Birmingham Royal Ballet and Rambert.

We also deliver an annual cycle of activities designed to engage with dancers as they enter the profession; enable them to develop their career within the dance sector and progress their careers beyond the stage at the end of their performance life.

Services enable dancers from all dance genres to explore career options, enhance their skills and requalify to prepare for post-performance careers in and beyond the arts sector.

Programmes include workshops in vocational dance schools, professional and personal coaching, mentoring, retraining grants, networking, professional development and wellbeing workshops, internships, educational bursaries, digital learning content and dance genre specific projects like SHIIFT for Hip Hop dancers.

We are currently developing a new website as part of the charity's digital transformation, with a plan to create a digital resource platform for dancers that is accessible 24/7 from around the world.

Other new initiatives in the pipeline include an Entrepreneur Academy for dancers starting their own businesses and the appointment of Champions to act as DCD ambassadors across the breadth of the UK's diverse dance community.

## OUR STRATEGIC PRIORITIES

We are in the midst of a business and digital transformation: we are ambitious for dancers' futures and deliver innovative quality programmes which embed EDI and deliver greater equity to independent dance artists.

### Our five key objectives are:

1. Improve life-chances & social-mobility of dancers
2. Broaden DCD's impact & reach nationally
3. Invest in dance sector talent development & retention
4. Strengthen DCD's financial resilience
5. Advocate dancers' value to society

## OUR VALUES:

**Dancer-led:** Dancers are at the heart of everything we do. Dancers inform our decision making, co-create our programmes and help us elevate their voices, within and beyond the dance sector.


**Pioneering:** Building on our heritage as the first dancer career transition programme globally, we continue to develop our expertise, be forward-thinking, courageous and world-leading.

**Ambitious:** We are ambitious for dancers. There is no limit to what dancers are able to achieve with the right interventions, inspiration and support.

**Supportive:** We are supportive of the dancers and partners we work with, and each other. We are committed to realising dancers' potential and respect their individuality and unique path.

**Accountable:** We are accountable to the dancers we support, our funders, partners, supporters and to each other.

**Inclusive:** We commit to embed Equity, Diversity & Inclusion in our programmes and culture, with a commitment to delivering greater equity of opportunity to independent dancers.



*“To me, DCD embodies guidance, inclusivity, open-mindedness, and possibility.*

*Not only have they opened doors for me to venture into new fields and equipped me with all the resources necessary to pursue a Masters degree in Education & Technology at UCL, but they have also persistently shaped through their workshops, events and coaching sessions both my mindset and that of the whole industry.*

*My gratitude towards DCD is everlasting.”*

Edit Domoszalai, former Rambert dancer and DCD retraining grant recipient, REACH ambassador and Beyond Dance mentee

Photography:  
Camilla Greenwell

# Trustee profile

This is an exciting time to join Dancers' Career Development, as it builds on its 50 year legacy, strategic partnerships and international connections.

The role of a Trustee is voluntary (unpaid). You will work closely with the Chair, fellow Trustees and the Executive Director to set and deliver DCD's strategic priorities and realise the organisation's charitable objectives, as outlined in our Articles of Association:

- 1.** The advancement in life of dance students which is achieved through, in particular but not exclusively, the provision of support, advice and assistance;
- 2.** The relief of unemployment of professional dancers in such ways as the Trustees think fit including by the provision directly or indirectly of advice, coaching, vocational training and re-training;
- 3.** To carry out such other legally charitable purposes for the benefit of such persons as aforesaid as the Trustees shall from time to time determine.

Dancers' Career Development's Trustees bring a wealth of diverse expertise and skills to the charity and are highly engaged in the organisation's work. Trustees oversee the strategic direction of the charity, advising and supporting a small team of experienced staff in multiple aspects of their work, to ensure DCD delivers high quality services to the widest possible pool of dancers.

DCD's dedicated team of employees, freelance staff and volunteers are committed to championing the charitable work of the organisation and growing its network of supporters. Staff and DCD volunteers have a passion for the arts, in particular dancers whose careers are precarious and often short lived due to the physical strain placed on the body and financial and employment precarity. The average age a dancer retires from performing is 35, with many earlier due to career-ending injuries.

As a Trustee with lived experience and involvement in the wider dance and performing arts sector you will have opportunity to represent the Board on matters pertaining to the development of career progression programmes and services for professional dancers, engaging with the Executive Director and senior members of the team, as appropriate.

All Trustees are instrumental in agreeing DCD's strategic priorities and monitoring the charity's impact across the UK, whilst fulfilling their governance role and responsibilities.

Trustees work collaboratively and play to their individual strengths in the interests of DCD's involvement, volunteering their time to work as appropriate on sub-committees and working groups, which currently comprise of: Finance, Audit and Risk Committee, Grants Committee and Equity, Diversity and Inclusion Working Group.

Image:  
**DCD 50th Anniversary  
Inspiration Event  
Panel Discussion**

Photography: Sophie Bradbury

# Person Specification

## ESSENTIAL SKILLS AND EXPERIENCE

- Experience of working in the performing arts, preferably within the dance sector.
- Interest in the career development of professional dancers.
- Commitment to DCD's core purpose and values.
- Understanding of and commitment to equity, diversity and inclusion within DCD and across its programmes.
- Able to devote sufficient time to fulfil the role effectively.

## DESIRABLE SKILLS AND EXPERIENCE

- Experience in people development.
- Charity governance experience, preferably in the arts sector.
- An interest in and understanding of the current challenges in the arts and cultural sector and wider economy, and the impact on freelance workers.

## TIME COMMITMENT AND TERM OF OFFICE

All Trustees need to have the capacity to fully commit to their role and contribute to discussions and decision-making. Trustees are also expected to volunteer time to advise staff in relation to their area of expertise and act as a DCD Ambassador at events such as fundraisers.

The time commitment is approximately two days a year and includes:

- Quarterly Board meetings.
- Occasional additional meeting e.g. strategy or business planning away day.
- Attend DCD events, optional but encouraged.

Please be advised that meetings take place in person and on-line via Microsoft Teams or Zoom.

Trustees are appointed for an initial term of three years. They must stand down at the end of their three-year term but can be re-elected immediately for a further three years, with the option to extend this for one more year at the end of the second three-year period.



Image: **William Bracewell**  
Principal Dancer, The Royal Ballet,  
Former REACH Ambassador

# How to apply

To express your interest in this role, please forward your CV and written or audio expression of interest (no more than two sides of A4 or 5 minutes audio file), contact details for a professional reference and complete DCD's Equity, Diversity and Inclusion Monitoring Form [here](#).

If you would like an informal, off the record meeting about the role prior to application, with either the Executive Director, Vanessa Lefrancois or Chair, Charles Glanville please contact [Recruitment@thedcd.org.uk](mailto:Recruitment@thedcd.org.uk) so we can arrange this for you.

**Deadline for applications: 9am, Tuesday 23 June.**

**Interviews will be held in June, in person in London, subject to candidates' availability.**

We will acknowledge every application received and applications will be considered by a panel of Trustees, with suitable candidates invited to interview.

We are particularly interested in former dancers heralding from a commercial, musical theatre, Hip Hop or South Asian dance background.

DCD operates a Positive Action policy (Equality Act 2010) to better represent the dance communities we support and to reflect our wider society. DCD is an inclusive charity that believes diversity leads to better decision making. We positively encourage and welcome applications by people who identify as from the Global Majority and/or people who identify as D/deaf, disabled and/or neurodivergent.

All candidates who meet the essential criteria and notify us that they wish to be considered under our Positive Action policy are guaranteed an interview.

Data Protection Act, 2018. The information that you provide as part of your application will be used in the selection process only. All information about you will be securely held and access restricted to colleagues directly involved in dealing with the selection process. Unless you are appointed your data will be kept for 6 months following the closing date and then destroyed. By submitting your application and the selection monitoring questionnaire, you are giving your consent to your personal data being stored and processed by DCD.

You can find our privacy notice here: [www.thedcd.org.uk/privacy-policy/](http://www.thedcd.org.uk/privacy-policy/)

**Legal status:** Dancers' Career Development is a company limited by guarantee registered in England and Wales (registered company number 10137622) and a registered charity (registered charity number 1168958) whose registered office is International House, 61 Mosley Street, Manchester M32 3HZ.

Trustees are expected to comply with legal, financial and fiduciary duties under company law and charity law.

In compliance with charity law this is an unpaid voluntary position. Reasonable expenses may be claimed including travel costs, access support costs and childcare costs for attending meetings.

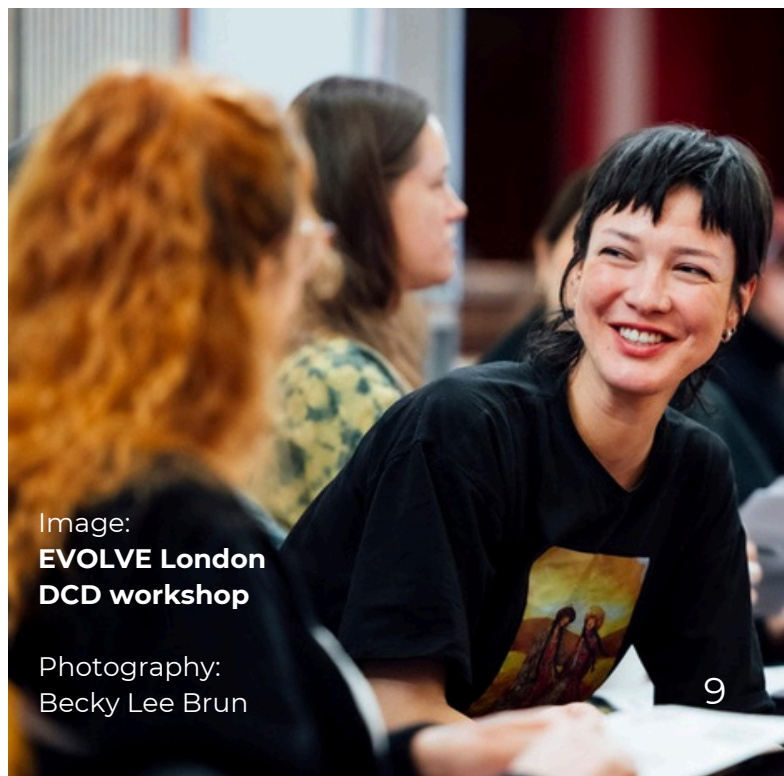


Image:  
**EVOLVE London  
DCD workshop**

Photography:  
Becky Lee Brun

We hope this pack contains all relevant information but please do take a look at our website and social media platforms for more information on DCD:

**Instagram:** @dcd\_dancers

**Facebook:** @dancerscareerdevelopment

**LinkedIn:** @dancers-career-development

[www.thedcd.org.uk](http://www.thedcd.org.uk)

## Contact

To arrange a confidential, informal conversation about the role with no obligation, please contact Laura Rolinson, General Manager, who will be able to arrange this for you, at [recruitment@thedcd.org.uk](mailto:recruitment@thedcd.org.uk).



*“Dancers’ Career Development have been extremely supportive throughout my retraining. I think this organisation literally saves lives.”*

DCD Supported Dancer

Image (back):

**Constance Devernay**

Scottish Ballet Principal

Photography: Graham Wylie

Image (front):

**ZooNation: The Kate Prince Company dancers**

DCD’s 50<sup>th</sup> Anniversary Gala, Royal Opera House

Photography: Andrej Uspenski